

Governing a Diverse Community: Georgia's Rapidly Growing Hispanic Population

Peter L. Gess

Vinson Institute of Government
University of Georgia

Nicole Sanders

School of Social Work
University of Georgia

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Scale: 1:38,700,000

Lambert Conformal Conic Projection,
standard parallels 37°N and 65°N

0 300 600 Kilometers
0 300 600 Miles

Boundary representation is
not necessarily authoritative.

Latino Growth in Georgia

- almost tripled over the last decade
- nearly half a million Latinos
- as of 2000, nearly twenty Georgia counties had Latino populations over 3,000
- twelve counties experienced at least 500% growth in Latinos from 1990 to 2000
- total Latino population in the southern states is expected to reach 22 million by 2025

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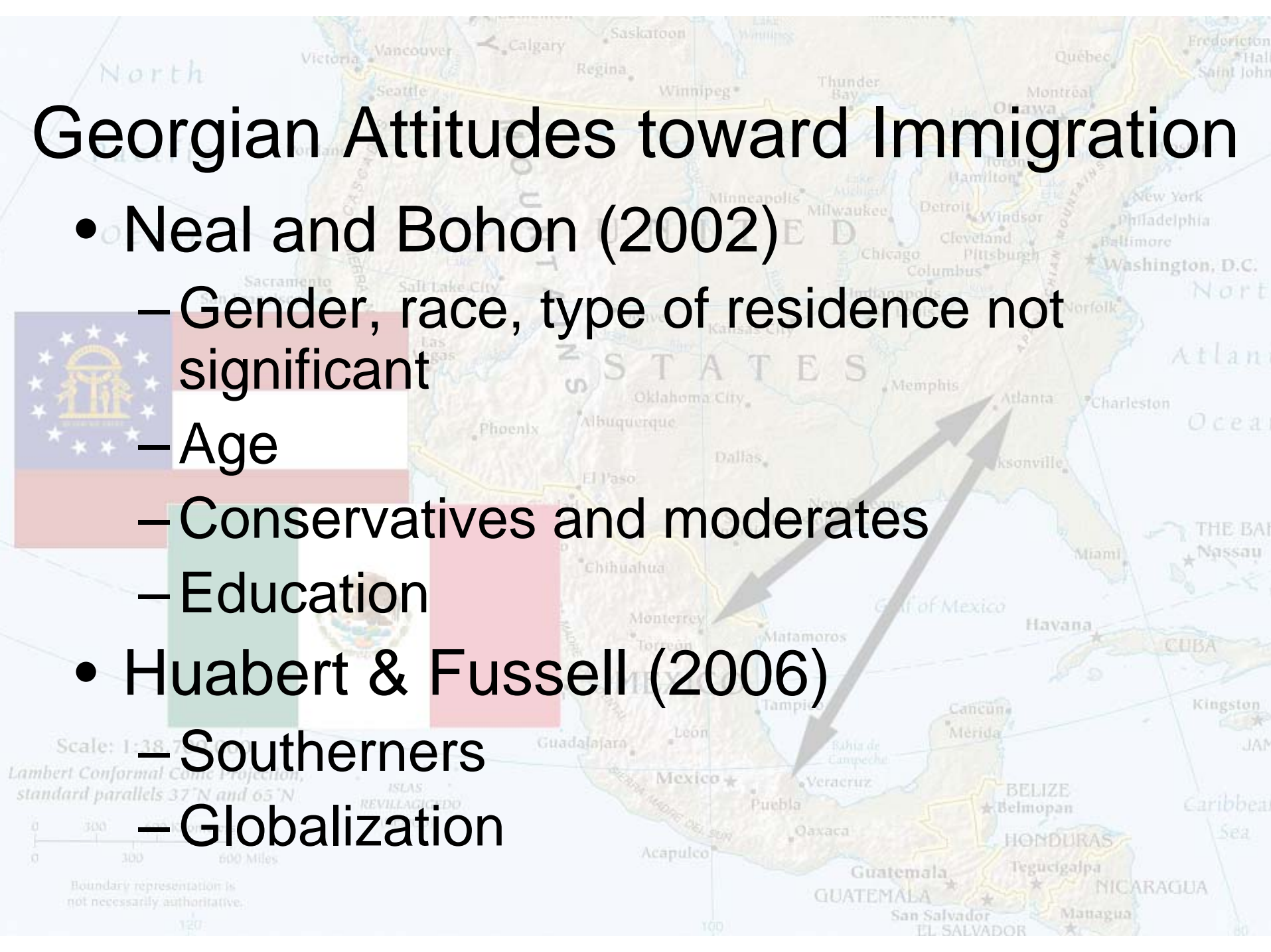
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Georgia's Largest Counties by Latino Population, 2000

County	Rank	Latino Population	Percent Latino
Gwinnett	1	64,137	10.9
DeKalb	2	52,542	7.9
Fulton	3	48,056	5.9
Cobb	4	46,964	7.7
Hall	5	27,242	19.6
Whitfield	6	18,419	22.1
Clayton	7	17,728	7.5
Muscogee	8	8,372	4.5
Cherokee	9	7,695	5.4
Clarke	10	6,436	6.3

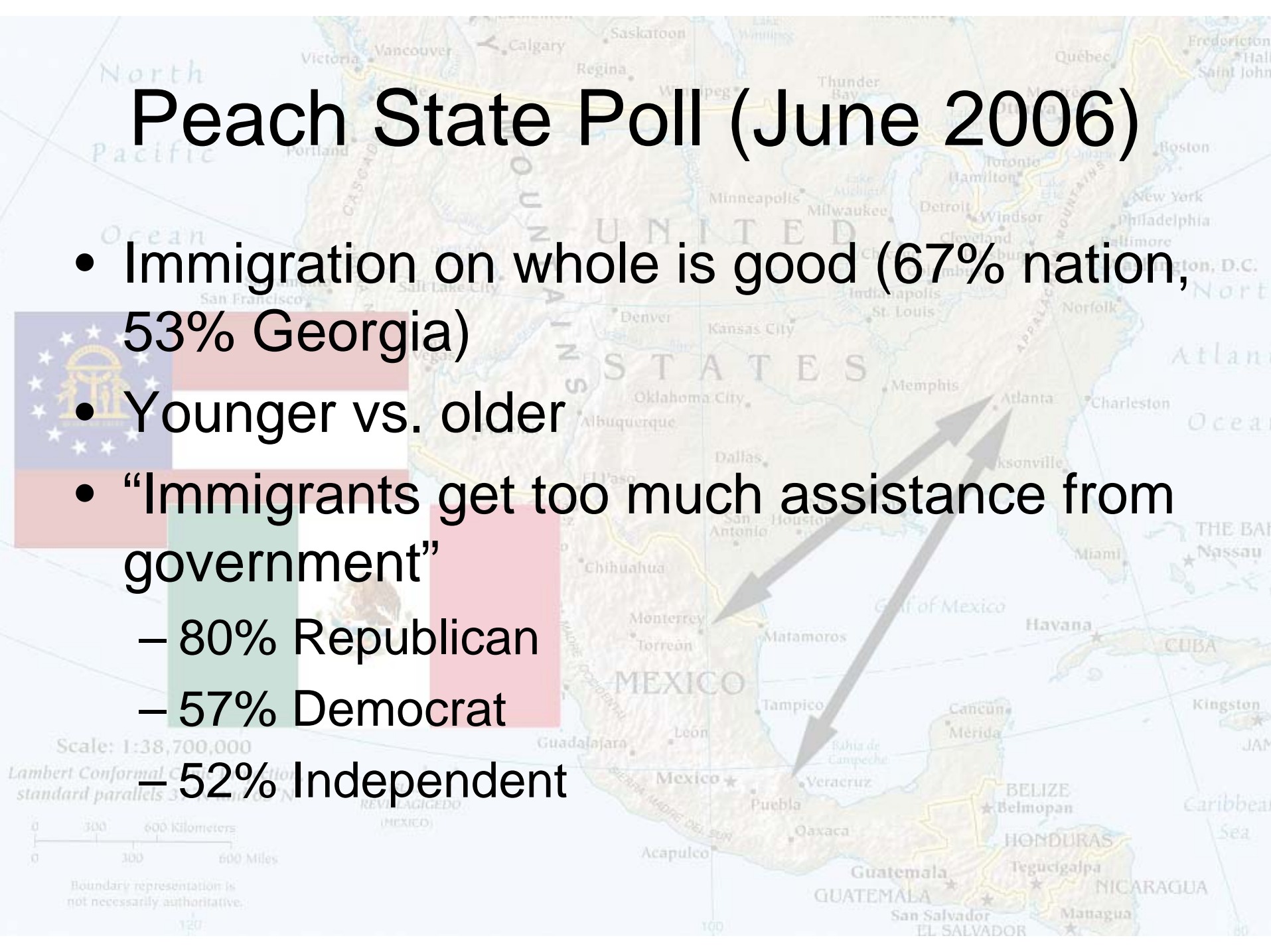
Georgian Attitudes toward Immigration

- Neal and Bohon (2002)
 - Gender, race, type of residence not significant
 - Age
 - Conservatives and moderates
 - Education
- Huabert & Fussell (2006)
 - Southerners
 - Globalization



Peach State Poll (June 2006)

- Immigration on whole is good (67% nation, 53% Georgia)
- Younger vs. older
- “Immigrants get too much assistance from government”
 - 80% Republican
 - 57% Democrat
 - 52% Independent



Opportunities and Challenges for Government

- felt at municipal and county levels
- require new knowledge, tools, and innovative strategies
- need better understanding of cultural, historical and societal foundations that immigrants bring



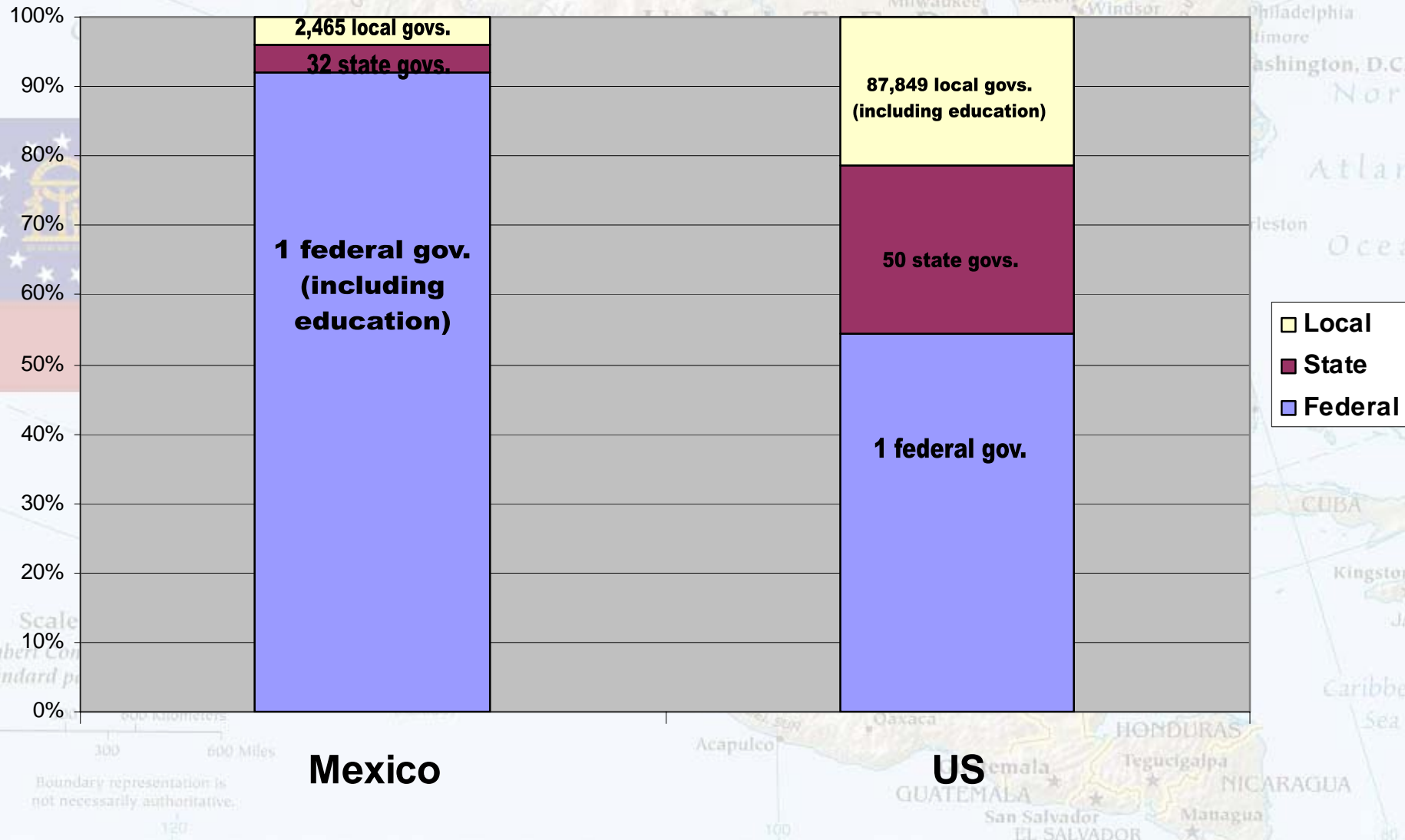
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Government Expenditures (Percent) by Level of Government



10 Day Experiential Program

- **Atlanta (two days):**
 - intensive introduction to relevant topics (Mexican government, cultural norms, societal challenges, immigration facts)
 - cross-cultural training
 - introduction to Spanish language



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10 Day Experiential Program

- **Monterrey and the State of Nuevo Leon (four days):**

- challenges of emigration
- politics and electoral reforms
- NAFTA, labor unions and industry
- municipal revitalization and economic development
- women's and children's issues



10 Day Experiential Program

- **Xalapa and the State of Veracruz (six days):**
 - the role of the Catholic Church
 - community policing and police training
 - University of Veracruz public service to poor villages
 - agriculture (coffee, cane, dairy)
 - roundtable with journalists
 - neighborhood associations
 - visits to communities where the majority of men are working in Georgia

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Program Participants (21 total)

- 5 County Commissioners
- 2 County Managers
- 1 Staff Member, Association County Commissioners of Georgia
- 5 City Mayors or Council Persons
- 2 City Managers
- 1 Staff Member, Georgian Municipal Association
- 1 Regional Development Center Director
- 1 Graduate Student, Anthropology (UGA)
- 2 Faculty Members, Carl Vinson Institute of Government (UGA)
- 1 Faculty Member, Fanning Institute (UGA)

After Program, Participants will:

- have a better understanding of immigration opportunities and challenges;
- be equipped to effect change within their local communities;
- be part of an international network of public officials facing immigration/emigration issues;
- network with other local government officials from throughout Georgia to share their experiences; and
- aid the Carl Vinson Institute of Government in the creation of a new course addressing Latino opportunities and challenges.

Experiential Learning in Policy Arena

- Rocha (2000)

- feel more confident:

- using media to communicate ideas to the public
 - plan and implement a change effort

- Rocha (2006)

- implement:

- more likely to have worked on a change effort
 - significantly more likely to be member of coalition
 - been instrumental in organizing activities

The culturally competent government official recognizes that differences may exist in:

- Racial/Ethnic History
- Language
- Verbal & Nonverbal Communication
- Personal Space, Eye Contact & Touch
- Time Orientation
- Family Structures and Dynamics



The culturally competent government official recognizes that differences may exist in:

- **Activities of Daily Living and Self Care**
(clothing and ornaments, food preferences, rituals and customs)
- **Economics and Work**
- **Regional/Spiritual Beliefs & Practices**
- **Health/Illness Beliefs & Practices**
- **Privacy and Confidentiality**
- **Attitude toward Government**

Q-Methodology

- invented in 1935 by psychologist
- seeks to understand how people think about a topic
- the scientific study of subjectivity
- related to post-positivism (truth is relative, multiple truths exist, reject observer objectivity)
- intensive methodology, which seeks in-depth understanding



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Steps in a Q-Study

1. create sample of communication or conversation about the topic

- two methods

- unstructured interviews or conversations
- mine relevant literature

- four dimensions (47 total statements)

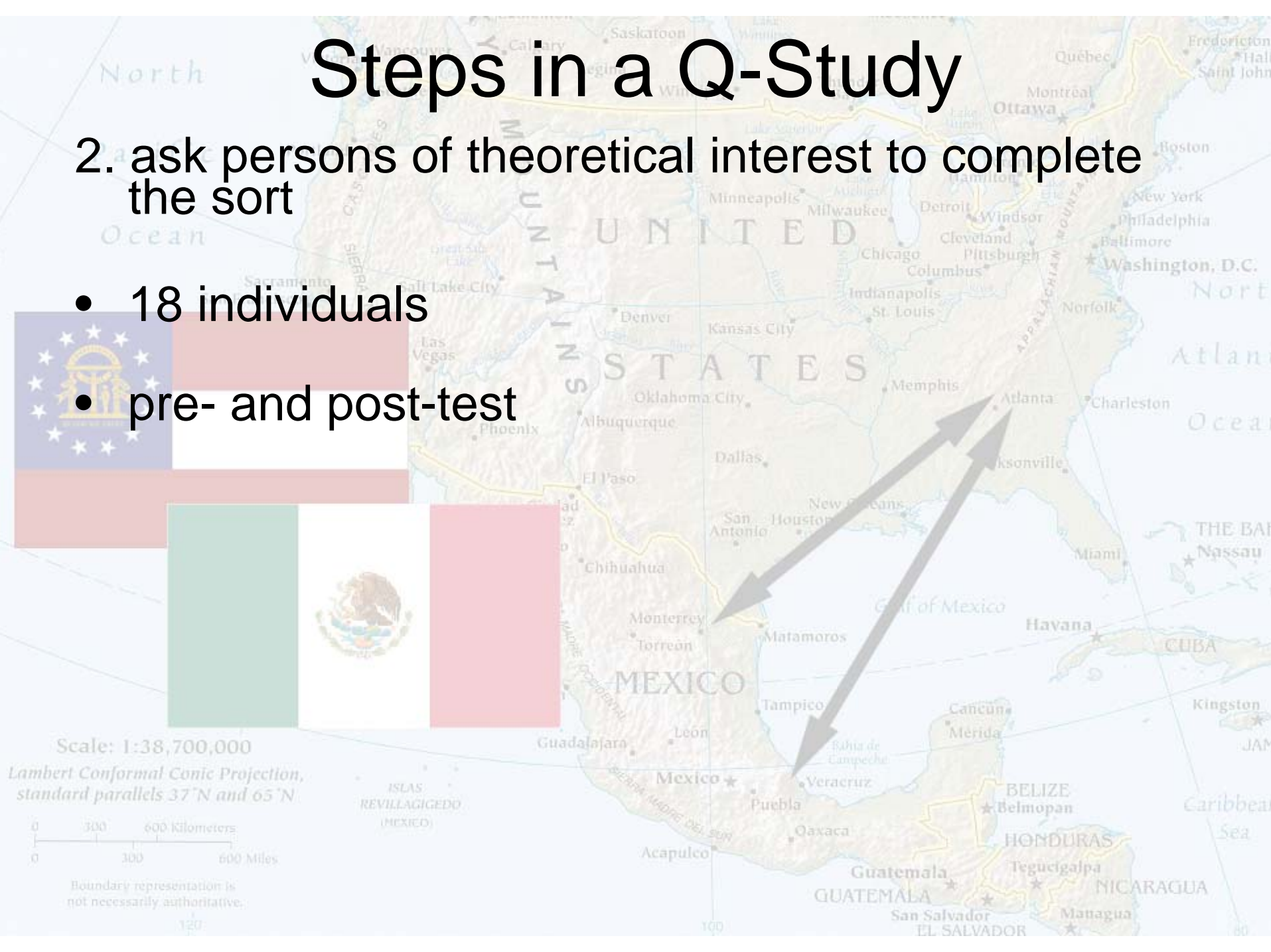
- economic, political, social, cultural



Steps in a Q-Study

2. ask persons of theoretical interest to complete the sort

- 18 individuals
- pre- and post-test



Steps in a Q-Study

3. each person completes the sort in quasi-normal distribution

Date _____

Name _____ Place of Work _____

Age _____ Sex _____ Position/Title _____

Highest level of education _____ City in which you live _____

	-5	-4	-3	-2	-1	0	+1	+2	+3	+4	+5
1	—	—	—	—	—	—	—	—	—	—	—
2	—	—	—	—	—	—	—	—	—	—	—
3	—	—	—	—	—	—	—	—	—	—	—
4		—	—	—	—	—	—	—	—	—	
5		—	—	—	—	—	—	—	—	—	
6			—	—	—	—	—	—			
7				—	—	—	—	—			
8					—	—	—				

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-2

development will all color
sustainable development
concepts. It is not simply enough
to speak of preservation and
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-1

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conservation. Clear understanding
among government officials

0

We then decide to write out just
the first two factors (since these
are the only ones that have been
flagged), and we can write these
in any order we wish. In this case,
we probably want to remember
the two factors as that factor one

+1

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in any order we wish. In this case,
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+2

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Steps in a Q-Study

4. sorts are correlated, and correlations are factor analyzed

- PQMethod Software
- www.q-method.org



Steps in a Q-Study

5. clusters of sorts with similar views are identified

P	Factors				
	A	B	C	D	E
005pre	0.0938	0.6201	0.3929	0.0135	-0.2578
007pre	0.3164	0.0858	0.4897	0.0238	0.1735
012pre	0.2657	0.7344	0.0322	-0.1575	-0.1277
016pre	0.0554	0.0573	0.0742	-0.4920	0.5088
001pre	0.0213	0.2242	0.6045	0.3982	-0.1912
003pre	0.1368	0.7298	-0.2138	0.2129	-0.0509
017pre	0.0410	0.1823	0.4261	0.2541	0.5898
008pre	0.1399	0.7465	0.0932	0.0982	0.0690
010pre	-0.2386	0.7866	0.2158	0.0271	0.1929
002pre	0.2098	0.0899	0.2196	0.6488	0.0197

Factor A: Federal Reform

- economics drive immigration
- burden on local government budgets
- no special treatment; equal standards
- more active role for federal government
 - change immigration laws to fully incorporate Latino workers in local and state economies
 - US bureaucracy causes difficulty and fear
 - not the responsibility of Mexican government
- cynical about government catering to big business

Factor B: Balance Gov. Response

- economics/burden on local gov. budgets
- more active role for federal government
 - change citizenship requirements
- cynical about government catering to big business
- role for education (local gov. officials)
- role for state government
 - no active role in college recruitment
 - state law requiring police to report
- undocumented should not have same labor rights

Factor C: Separate Space

- Mexicans are recruited in Mexico
- strict border control is not solution
- state should offer health care to everyone
- immigration does not lead to increased crime, decreased quality of life
- Latinos should not assimilate to culture of those around them
- managers do not prefer Latinos over African Americans

Factor D: State Government

- Important role for the state:
 - health care for all
 - invest in education for all
 - invest now or pay later
 - provide driver's licenses
 - (skeptical of federal ability)
- immigration does not lead to increased crime, decreased quality of life



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Factor E: Individual Responsibility

- Latinos should assimilate to culture around them
- we are a country of immigrants—immigration should continue
- local governments should actively recruit Latino-owned businesses
- no police involvement in immigration affairs
- Georgia economy is not hurt by money sent to Mexico

Results

	A	B	C	D	E
P	Federal Reform	Balanced Government	Separate Space	State Role	Individual Responsibility
1			Pre/Post	Pre	
2	Post		Post	Pre/Post	
3	Post	Pre/Post			
4	Pre/Post				
5	Post	Pre/Post	Pre		
6		Pre		Post	
7	Post		Pre		
8	Post	Pre/Post			
9	Post		Pre	Pre	
10		Pre/Post			
11					Pre
12	Post	Pre/Post			
13			Post	Pre	
14				Pre/Post	
15			Pre/Post		
16	Post			Pre/Post	Pre
17	Post		Post		Pre
18	Post				

Results

- No movement for three individuals
- “Individual Responsibility” only a pre-factor
- 11 post individuals loaded at least partially on “Federal Reform” (65%)



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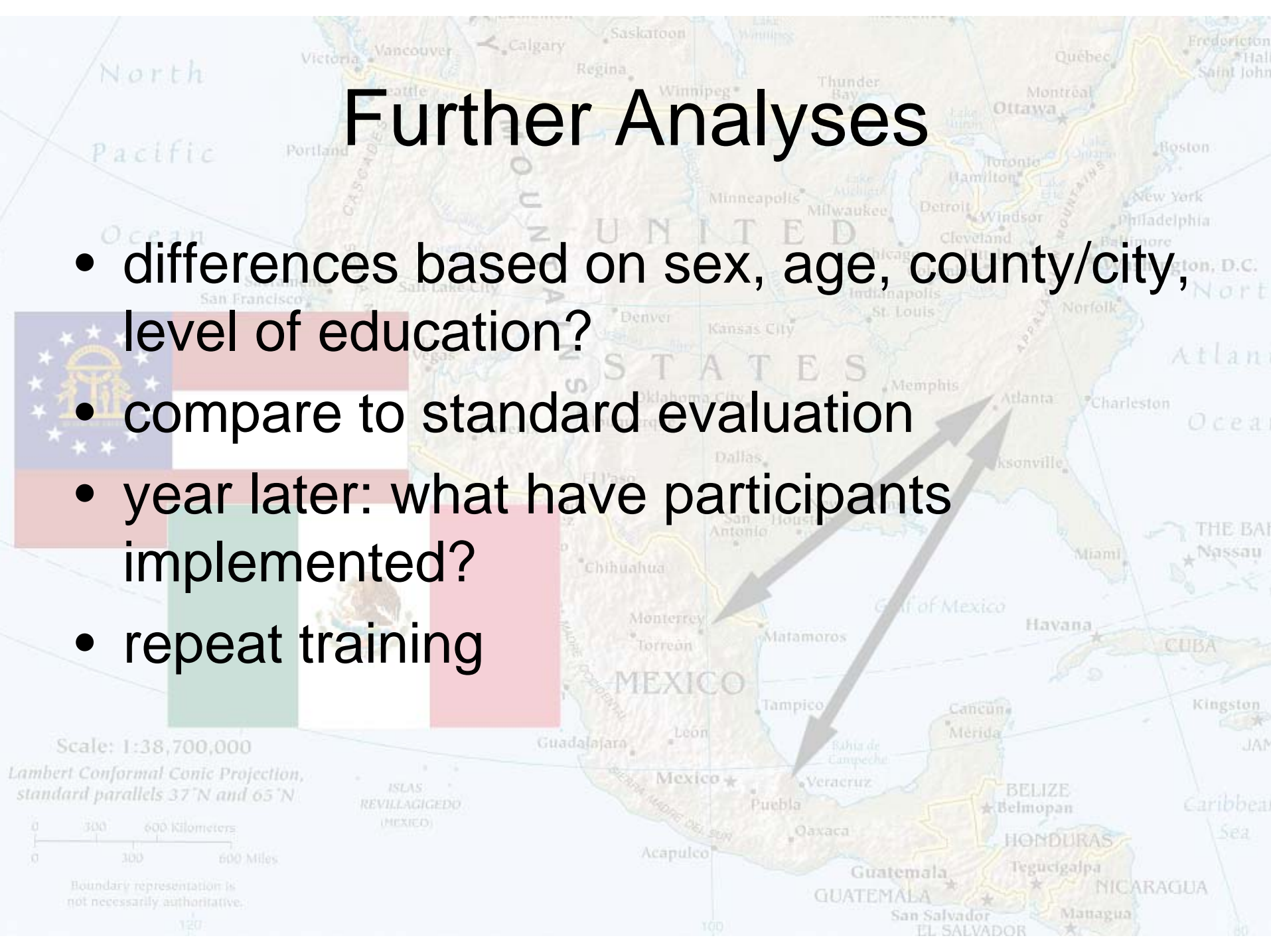
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Conclusions

- Intervention has a definite effect
- For the most part, participants see a role for government
- Realists: recognize the economics of the situation
- Want immigration reform that helps local governments (not just closed borders)
- Worry about control of big business

Further Analyses

- differences based on sex, age, county/city, level of education?
- compare to standard evaluation
- year later: what have participants implemented?
- repeat training



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